

INTERNET  
FORM NLRB-501  
(2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

## DO NOT WRITE IN THIS SPACE

Case

Date Filed

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer (1) Three Burgers LLC d/b/a McDonald's and (2) McDonald's USA, LLC as joint or single employer		b. Tel. No. (1) 865-637-4183
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) (1) 4420 Western Ave., Knoxville TN, 37921 (2) One McDonald's Plaza, Oak Brook IL, 60523	e. Employer Representative (1) (b) (6), (b) (7)(C) (2) Gloria Santana	g. e-Mail
		h. Number of workers employed Approx. 30
i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant	j. Identify principal product or service Fast Food	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

In the last six months, the above-named employer, by its officers, agents and supervisors, has interfered with, restrained and coerced its employees in the exercise of the rights guaranteed in Section 7 of the Act. Specifically, the Employer has engaged in the following acts:

1. On or about (b) (6), (b) (7)(C) 2014, reducing the work hours of employees in retaliation for their union/protected concerted activity, particularly participation in a one-day protected strike action on (b) (6), (b) (7)(C) 2014, and in order to discourage employees from engaging in protected concerted activity.
2. Since on or about December, 2014, newly enacting or newly enforcing work rules in retaliation for employees' union/protected concerted activity and in order to discourage employees from engaging in protected concerted activity.

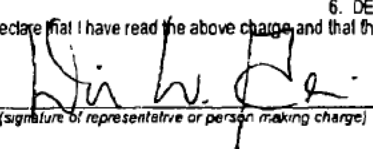
## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Mid-South Organizing Committee

4a. Address (Street and number, city, state, and ZIP code) 1000 Cooper St. Memphis TN 38104	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Mid-South Organizing Committee

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. 617-620-2831 615-244-2202
By  (signature of representative or person making charge)	David W. Garrison (Print name and title or office, if any)	Office, if any, Cell No.
		Fax No.
Address 414 Union St Ste 900, Nashville TN 37219		e-Mail dgarrison@barrettjohnston.com
		(date) 2/3/15

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 10  
233 Peachtree St NE  
Harris Tower Ste 1000  
Atlanta, GA 30303-1504

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (404)331-2896  
Fax: (404)331-2858



Download  
NLRB  
Mobile App

February 5, 2015

(b) (6), (b) (7)(C)

Three Burgers LLC d/b/a McDonald's  
4420 Western Ave  
Knoxville, TN 37921-4307

Gloria Santona  
Executive Vice President & General Counsel  
McDonald's USA, LLC  
One McDonald's Plaza  
Oak Brook, IL 60523

Re: Three Burgers LLC d/b/a McDonald's and  
McDonald's USA, LLC, Joint employers  
Case 10-CA-145778

Dear (b) (6), (b) (7)(C) and Ms. Santona:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Examiner ALEX EDINGER whose telephone number is (865)573-4879. If this Board agent is not available, you may contact Deputy Regional Attorney GAYE N. HYMON whose telephone number is (404)331-2870.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, [www.nlr.gov](http://www.nlr.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

February 5, 2015

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

**Procedures:** We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website, [www.nlr.gov](http://www.nlr.gov). However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlr.gov](http://www.nlr.gov) or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,



CLAUDE T. HARRELL JR.  
Regional Director

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

Revised 3/21/2011

## NATIONAL LABOR RELATIONS BOARD

**QUESTIONNAIRE ON COMMERCE INFORMATION**

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

## CASE NAME

Three Burgers LLC d/b/a McDonald's and McDonald's USA, LLC, Joint employers

## CASE NUMBER

10-CA-145778

**1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)****2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify )**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION  
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

**4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS****5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

**9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates )**A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.  
\$

YES NO

B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.  
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.  
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$**H. Gross Revenues from all sales or performance of services (Check the largest amount)**☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. Did you **begin operations within the last 12 months?** If yes, specify date: \_\_\_\_\_**10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

**12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE**

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

**UNITED STATES OF AMERICA**  
**BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**THREE BURGERS LLC D/B/A MCDONALD'S  
AND MCDONALD'S USA, LLC, JOINT  
EMPLOYERS**

Charged Party

and

**MEMPHIS WORKERS ORGANIZING  
COMMITTEE, A PROJECT OF THE MID-  
SOUTH ORGANIZING COMMITTEE**

Charging Party

**Case 10-CA-145778**

**AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER**

I, the undersigned employee of the National Labor Relations Board, state under oath that on February 5, 2015, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

**(b) (6), (b) (7)(C)**

Three Burgers LLC d/b/a McDonald's  
4420 Western Ave  
Knoxville, TN 37921-4307

Gloria Santona  
Executive Vice President & General Counsel  
McDonald's USA, LLC  
One McDonald's Plaza  
Oak Brook, IL 60523

February 5, 2015

\_\_\_\_\_  
Date

Tabatha Thomas,  
Designated Agent of NLRB

\_\_\_\_\_  
Name

/s/ Tabatha Thomas

\_\_\_\_\_  
Signature



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 10  
233 Peachtree St NE  
Harris Tower Ste 1000  
Atlanta, GA 30303-1504

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (404)331-2896  
Fax: (404)331-2858



Download  
NLRB  
Mobile App

February 5, 2015

David Garrison, Attorney  
Barrett Johnston Martin & Garrison, LLC  
Bank of America Plaza  
414 Union Street Suite 900  
Nashville, TN 37219

Re: Three Burgers LLC d/b/a McDonald's and  
McDonald's USA, LLC, Joint employers  
Case 10-CA-145778

Dear Mr. Garrison:

The charge that you filed in this case on February 04, 2015 has been docketed as case number 10-CA-145778. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Examiner ALEX EDINGER whose telephone number is (865)573-4879. If this Board agent is not available, you may contact Deputy Regional Attorney GAYE N. HYMON whose telephone number is (404)331-2870.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlrb.gov](http://www.nlrb.gov), or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you

February 5, 2015

fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

**Procedures:** We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website [www.nlr.gov](http://www.nlr.gov). However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website [www.nlr.gov](http://www.nlr.gov) or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink that reads "Claude T Harrell Jr". The signature is written in a cursive, slightly slanted style.

CLAUDE T. HARRELL JR.  
Regional Director

**From:** [Edinger, Alex](#)  
**To:** ["ddavis@jonesday.com"](#); ["mferrell@jonesday.com"](#); ["amadsen@jonesday.com"](#)  
**Subject:** Charge against Three Burgers LLC and McDonalds LLC, 10-CA-145778  
**Date:** Friday, February 6, 2015 3:57:39 PM  
**Attachments:** [10-CA-145778. Charge against Three Burgers and McDonalds LLC.pdf](#)

---

Dear Ms. Davis, Mr. Ferrell and Mr. Madsen:

Please be advised I am the Board Agent assigned to the attached charge which has been filed in the Atlanta Regional Office. My contact information is below:

Alex T. Edinger  
Resident Agent  
National Labor Relations Board  
5201 Kingston Pike, Suite 6-354  
Knoxville, TN 37919

Phone: 865-573-4879  
Fax: 865-573-4879

Please feel free to contact me regarding any questions you have concerning this matter.

Sincerely,

Alex T. Edinger  
Resident Agent



INTERNET  
FORM NLRB-501  
(2-08)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

## DO NOT WRITE IN THIS SPACE

Case

Date Filed

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer (1) Three Burgers LLC d/b/a McDonald's and (2) McDonald's USA, LLC as joint or single employer		b. Tel. No. (1) 865-637-4183
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) (1) 4420 Western Ave., Knoxville TN, 37921 (2) One McDonald's Plaza, Oak Brook IL, 60523	e. Employer Representative (1) (b) (6), (b) (7)(C) (2) Gloria Santana	g. e-Mail
		h. Number of workers employed Approx. 30
i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant	j. Identify principal product or service Fast Food	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

In the last six months, the above-named employer, by its officers, agents and supervisors, has interfered with, restrained and coerced its employees in the exercise of the rights guaranteed in Section 7 of the Act. Specifically, the Employer has engaged in the following acts:

1. On or about (b) (6), (b) (7)(C) 2014, reducing the work hours of employees in retaliation for their union/protected concerted activity, particularly participation in a one-day protected strike action on (b) (6), (b) (7)(C) 2014, and in order to discourage employees from engaging in protected concerted activity.
2. Since on or about December, 2014, newly enacting or newly enforcing work rules in retaliation for employees' union/protected concerted activity and in order to discourage employees from engaging in protected concerted activity.

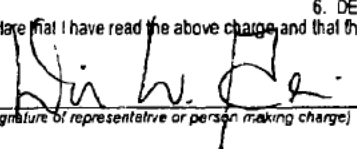
## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Mid-South Organizing Committee

4a. Address (Street and number, city, state, and ZIP code) 1000 Cooper St. Memphis TN 38104	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Mid-South Organizing Committee

6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		Tel. No. 617-620-2831 615-244-2202
By  (signature of representative or person making charge)	David W. Garrison (Print name and title or office, if any)	Office, if any, Cell No.
		Fax No.
Address 414 Union St Ste 900, Nashville TN 37219		e-Mail dgarrison@barrettjohnston.com
		(date) 2/3/15

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

## PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

**From:** [Edinger, Alex](#)  
**To:** ["dgarrison@barrettjohnston.com"](mailto:dgarrison@barrettjohnston.com)  
**Subject:** FW: McDonald's / Three Burgers ULP  
**Date:** Friday, February 20, 2015 5:15:00 PM

---

David,

Any word on meeting with the witness in this case? It's important that I get your evidence this coming week - I realize the weather this past week has made life difficult on us all, but this charge is getting old fast. Please touch base with me Monday, February 23.

Thank you for your help and cooperation in this matter.

Alex

---

**From:** Edinger, Alex  
**Sent:** Friday, February 13, 2015 3:38 PM  
**To:** 'David Garrison'  
**Subject:** RE: McDonald's / Three Burgers ULP

Dave,

I failed to mention in our phone conversation that I am off Monday, February 16.

Alex

---

**From:** David Garrison [<mailto:dgarrison@barrettjohnston.com>]  
**Sent:** Wednesday, February 11, 2015 7:42 PM  
**To:** Edinger, Alex  
**Subject:** McDonald's / Three Burgers ULP

Alex –

I'm writing to follow up re: witnesses to this ULP.

(b) (6), (b) (7)(C) is the main witness to this charge. (b) (6), (b) (7)(C) available to meet with you this Friday at 3:30 p.m. Does that time work?

Also, when you have a minute tomorrow, could you give me a call? I want to discuss this matter with you. You should know that (b) (6), (b) (7)(C), which is why (b) (6), (b) (7)(C) has limited availability to meet.

Please let me know if meeting at 3:30 p.m. on Friday is feasible.

Dave

David W. Garrison

Barrett Johnston Martin & Garrison LLC

Bank of America Plaza

414 Union Street, Suite 900

Nashville, TN 37219

Telephone: 615-244-2202

Facsimile: 615-252-3798

[www.barrettjohnston.com](http://www.barrettjohnston.com)

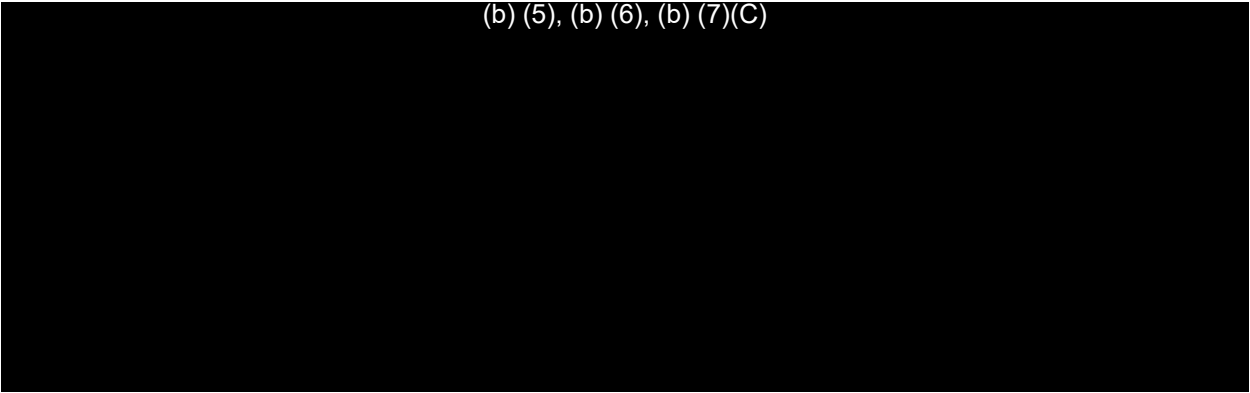
email: [dgarrison@barrettjohnston.com](mailto:dgarrison@barrettjohnston.com)

This e-mail is covered by the Electronic Communications Privacy Act, 18 U.S.C. §§ 2510-2521 and is legally privileged. This e-mail message and any files transmitted with it are also subject to the attorney-client privilege and attorney work-product doctrine, and contain confidential information intended only for the person(s) to whom this e-mail message is addressed. If you have received this e-mail message in error, please notify the sender immediately by telephone at (615) 244-2202 or e-mail, and destroy the original message without making a copy.

**From:** [Harrell, Claude T.](#)  
**To:** [Edinger, Alex](#)  
**Cc:** [Hymon, Gaye N.](#); [Bulls, Mary L.](#)  
**Subject:** RE: McDonald's / Three Burgers ULP  
**Date:** Thursday, February 12, 2015 11:40:17 AM

---

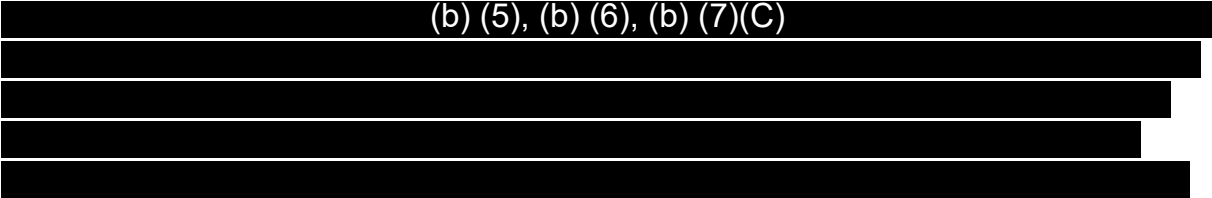
(b) (5), (b) (6), (b) (7)(C)



---

**From:** Edinger, Alex  
**Sent:** Thursday, February 12, 2015 11:21 AM  
**To:** Harrell, Claude T.  
**Cc:** Hymon, Gaye N.; Bulls, Mary L.  
**Subject:** RE: McDonald's / Three Burgers ULP

(b) (5), (b) (6), (b) (7)(C)

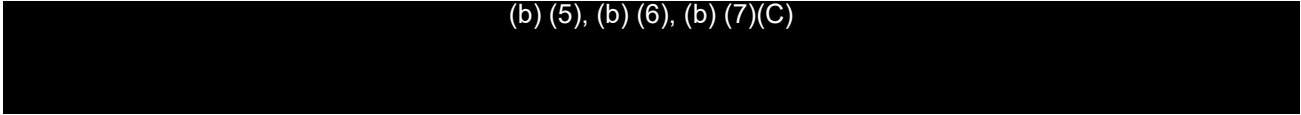


. [Anyone else have thoughts on this?](#)

---

**From:** Harrell, Claude T.  
**Sent:** Thursday, February 12, 2015 11:12 AM  
**To:** Bulls, Mary L.  
**Cc:** Edinger, Alex; Hymon, Gaye N.  
**Subject:** RE: McDonald's / Three Burgers ULP

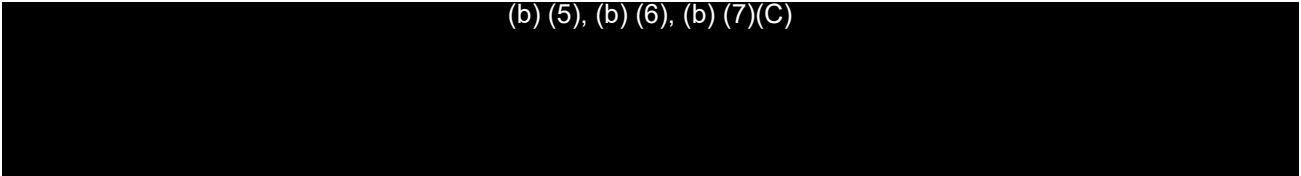
(b) (5), (b) (6), (b) (7)(C)



---

**From:** Bulls, Mary L.  
**Sent:** Thursday, February 12, 2015 10:03 AM  
**To:** Harrell, Claude T.  
**Cc:** Edinger, Alex; Hymon, Gaye N.  
**Subject:** FW: McDonald's / Three Burgers ULP

(b) (5), (b) (6), (b) (7)(C)



(b) (5), (b) (7)(C), (b) (6)

---

**From:** Hymon, Gaye N.  
**Sent:** Thursday, February 12, 2015 9:53 AM  
**To:** Bulls, Mary L.  
**Cc:** Edinger, Alex  
**Subject:** FW: McDonald's / Three Burgers ULP

Mary,

Alex and I discussed this earlier this morning (b) (5), (b) (6), (b) (7)(C)

---

**From:** Edinger, Alex  
**Sent:** Thursday, February 12, 2015 9:49 AM  
**To:** Hymon, Gaye N.  
**Subject:** RE: McDonald's / Three Burgers ULP

Good morning Gaye,

I have placed another call this morning to David Garrison, the attorney for the Charging Party that filed the charge against McDonald's and Three Burgers LLC, case 10-CA-145778. I am waiting to hear back from him. (b) (5), (b) (6), (b) (7)(C)

(b) (5), (b) (6), (b) (7)(C)

Please advise me as to the Region's position on this matter (b) (5)

Alex

---

**From:** Hymon, Gaye N.  
**Sent:** Thursday, February 12, 2015 8:55 AM  
**To:** Edinger, Alex  
**Subject:** RE: McDonald's / Three Burgers ULP

(b) (5), (b) (6), (b) (7)(C)

**From:** Edinger, Alex  
**Sent:** Thursday, February 12, 2015 8:12 AM  
**To:** Hymon, Gaye N.  
**Subject:** FW: McDonald's / Three Burgers ULP

(b) (5), (b) (6), (b) (7)(C)

---

**From:** David Garrison [<mailto:dgarrison@barrettjohnston.com>]  
**Sent:** Wednesday, February 11, 2015 7:42 PM  
**To:** Edinger, Alex  
**Subject:** McDonald's / Three Burgers ULP

Alex –

I'm writing to follow up re: witnesses to this ULP.

(b) (6), (b) (7)(C) is the main witness to this charge. (b) (6), (b) (7)(C) available to meet with you this Friday at 3:30 p.m. Does that time work?

Also, when you have a minute tomorrow, could you give me a call? I want to discuss this matter with you. You should know that (b) (6), (b) (7)(C) which is why (b) (6), (b) (7)(C) has limited availability to meet.

Please let me know if meeting at 3:30 p.m. on Friday is feasible.

Dave

David W. Garrison

Barrett Johnston Martin & Garrison LLC  
Bank of America Plaza  
414 Union Street, Suite 900  
Nashville, TN 37219  
Telephone: 615-244-2202  
Facsimile: 615-252-3798  
[www.barrettjohnston.com](http://www.barrettjohnston.com)  
email: [dgarrison@barrettjohnston.com](mailto:dgarrison@barrettjohnston.com)

This e-mail is covered by the Electronic Communications Privacy Act, 18 U.S.C. §§ 2510-2521 and is legally privileged. This e-mail message and any files transmitted with it are also subject to the attorney-client privilege and attorney work-product doctrine, and contain confidential information intended only for the person(s) to whom this e-mail message is addressed. If you have received this e-mail message in error, please notify the sender immediately by telephone at (615) 244-2202 or e-mail, and destroy the original message without making a copy.

**From:** [David Garrison](#)  
**To:** [Edinger, Alex](#)  
**Subject:** McDonalds / Three Burgers - Withdrawl form  
**Date:** Thursday, March 12, 2015 12:13:22 PM  
**Attachments:** [SKM\\_C554e15031211150.pdf](#)

---

Alex –

See attached and please confirm receipt.

Dave

**From:** scanner@barrettjohnston.com [mailto:scanner@barrettjohnston.com]  
**Sent:** Thursday, March 12, 2015 11:16 AM  
**To:** David Garrison  
**Subject:** Message from KM\_C554e

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD

**WITHDRAWAL REQUEST**

In the matter of Three Burgers LLC and McDonalds USA  
(Name of Case)

10-CA-145778  
(Number of Case)

**This is to request withdrawal of the charge listed above.**

Mid-South Organizing Committee  
(Name of Party Filing)

**Withdrawal request approved**

By: David W. Garrison  
(Name of Representative)

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
Attorney  
(Title)

\_\_\_\_\_  
Regional Director,  
National Labor Relations Board

Date 3/12/15





UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 10  
233 Peachtree St NE  
Harris Tower Ste 1000  
Atlanta, GA 30303-1504

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (404)331-2896  
Fax: (404)331-2858

March 13, 2015

(b) (6), (b) (7)(C)

Three Burgers LLC d/b/a McDonald's  
4420 Western Ave  
Knoxville, TN 37921-4307

Gloria Santona, Executive Vice President & General Counsel  
McDonald's USA, LLC  
One McDonald's Plaza  
Oak Brook, IL 60523

Re: Three Burgers LLC d/b/a McDonald's and  
McDonald's USA, LLC, Joint employers  
Case 10-CA-145778

Dear (b) (6), (b) (7)(C) and Ms. Santona:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

A handwritten signature in black ink that reads "Claude T. Harrell Jr." The signature is written in a cursive, flowing style.

CLAUDE T. HARRELL JR.  
Regional Director

cc: David Garrison, Attorney  
Barrett Johnston Martin & Garrison, LLC  
Bank of America Plaza  
414 Union Street Suite 900  
Nashville, TN 37219